

*Principally drafted
by Father Mc Donnell
1958*

CONSTITUTION AND BY-LAWS OF AGRICULTURAL WORKERS ASSOCIATION
LOCAL UNION NO 1 OF CALIFORNIA

PREAMBLE

We, the men and women voluntarily associating ourselves as members of this non-profit organization do so recognizing:

- 1) That God gave the earth to man for his needs and that man by his labor and skill yields wealth from the earth.
- 2) That this wealth does not belong exclusively to capital, nor does it belong exclusively to labor; rather, that there must be a just distribution according to the common good, with cooperation between capital and labor.
- 3) That man has the right to organize and adopt such rules of organization as are in keeping with justice and the common welfare.
- 4) That an association of farm workers is of value in bringing about peaceful mutual understanding and cooperation between the employer and the worker in achieving this just distribution.

WHEREFORE, the purpose of this association is, by mutual effort, to help each and every agricultural worker to better his condition in body and soul and property -- receiving a just distribution of the wealth he produces from the soil.

ARTICLE I - NAME

Section 1.- This organization shall be known as the Agricultural Workers Association(A.W.A) Local No. 1 of California.

ARTICLE II - ORGANIZATION

Section 1) (Organization) Local No. 1 of California, is and shall be composed of the parent local, Branch No. 1 of San Jose, California and of such outside Branches as are or may be organized in the County of Santa Clara, together with an Executive Committee of the Association as hereinafter set out.

Section 2-(Officers) - The officers of the Association shall be President, Vice President, Recording Secretary, Secretary Treasurer and three Trustees.

ARTICLE III
The Executive Board

Section 1.- (organization)- The officers of the Local shall constitute the Executive Board.

Section 2- (Powers & Duties)- The Executive Board shall act as the Trial Board of the Association as more particularly set out under Article XII Grievances.

Section 3.- (Committees)

(A) - Organization - There shall be an Executive Committee composed of one delegate from each branch, the Secretary Treasurer of the Local, the Board of Trustees, and Delegates to the Joint Local Executive Board.

(B)-Powers and Duties - The Executive Committee shall manage and conduct all business and affairs of the Local of the Association, subject to the approval of the membership.

(C)- Meetings - The Executive Committee shall meet at least once in each month. In case of important business the Secretary-Treasurer shall be empowered to call a special meeting.

- (D)- Credentials - A 2/3 majority of the Executive Committee shall be sufficient to recommend removal of a newly elected delegate from a Branch and to unseat any delegate from a Branch, but in such cases a complete statement of the facts in the case shall be sent to the Branches before removal.
- (E)- Quorum - Five members of the Executive Committee shall constitute a quorum.
- (F)- Order Of Business:
- 1- Election of a chairman.
 - 2- Roll Call
 - 3- Reading minutes of last regular meeting.
 - 4- Reading minutes of last Executive Committee meeting.
 - 5- Communications.
 - 6- Bills.
 - 7- Secretary's report.
 - 8- Committee reports.
 - 9- Delegate's Report.
 - 10- Reading of minutes of branches.
 - 11- Applications endorsed.
 - 12- Applications accepted.
 - 13- Unfinished business.
 - 14- New business.
 - 15- Good and welfare.
 - 16- Adjournment.

Section 4- (Board of Trustees)

The Board of Trustees shall have charge of the savings accounts, investments, and safety deposit box of the Local. All withdrawals and investments must first be authorized by the Executive Committee, and a record of the same entered in the minutes of that body. The bank in which the savings account is kept and the place of the safety deposit box shall be designated by the Executive Committee. The signatures of the Trustees and Secretary-Treasurer shall be left with the said bank or safety-deposit operator, and the signatures of at least two of the trustees and the Secretary-Treasurer must be attached to all withdrawals and all opening of said safety-deposit box. The Board of Trustees shall make a yearly report of the treasury, which shall take the same course as that of the Secretary's Report.

Section 5. (Finance Committee)

The Finance or Auditing Committee shall examine the books and reports of the Secretary-Treasurer and Board of Trustees, and their approval and signatures must be attached to the same. The Finance Committee shall have access to the books of the Branches, and the officers of the Branches and the officers of the Branches shall on demand immediately submit their books for examination and in failing so to do shall by that fact and without any further action being necessary stand suspended from office and the Secretary-Treasurer of the Local Association shall take charge of the Branch and all of its assets acting in person or through an agent appointed by him until such time as the Executive Committee orders an election.

ARTICLE IV

Officers of the Local Association

Section 1- (President and Vice-President)

The President shall preside at all meetings at which his presence is officially required and in his absence the Vice-President shall preside.

Section 2- (Recording Secretary)

The Recording Secretary shall keep the minutes of all meetings at which his presence is officially required.

Section 3- (Secretary-Treasurer)

The Secretary-Treasurer shall perform the duties of the corresponding and Financial Secretary for the Local and shall be ex-officio corresponding and Recording and Financial Secretary of Branch No. 1 of San Jose and Secretary of the Executive Committee. He shall have charge of the Headquarters and Employment Bureau of the Association and shall perform such office work in addition thereto as may be assigned to him by the Executive Committee.

(A) As Recording Secretary - He shall keep the minutes of the Executive Committee and shall send correct copies of the same to the Branches for their approval, amendment or ~~xxxxxx~~ rejection, in whole or in part, and so much as is approved by a majority of the Branches shall stand as the action of this Local.

(B) As Financial Secretary - He shall receive all moneys, dues, etc., from members of the Branches, giving receipts or stamps therefor and making thereof, immediately in the books of the Association. He shall pay all bills out of the commercial account of the Local (the bank to be designated by the Executive Committee), under this signature and that of the President or Vice-President, that have been approved by the Executive Committee, receiving vouchers or receipts for the same and making entries thereof immediately in the books of the Association. He shall keep the financial books of the Local Association, but shall on no account take any disbursements that are not authorized by the Executive Committee and recorded in the minutes of that body. On the last day of each month, he shall balance the cash book and deposit all the cash on hand in the bank designated by the Local in the name of the Local Association. Should the cash on hand at any time exceed \$500.00, ~~xx~~ the excess over that amount he shall immediately deposit in like manner. When the commercial account of the Local exceeds \$5,000.00 on the 10th of any calendar month, the excess shall be deposited in the Local's Savings Account. The Secretary shall have the custody of the book and check books, but shall always keep them at the headquarters of the Local and deliver them on demand at any time to the Executive Committee. He shall prepare monthly financial reports, submit the same to the Finance Committee and upon their approval send copies of the same to the Branches.

(C) As Manager of the Employment Bureau. He ~~xxxx~~ shall keep a correct list of members out of employment, and ~~xx~~ applicants, and perform the duties of employment agent for the members and applicants under the instruction of the Executive Committee.

(D) As Executive Officer of the Local - He shall be in charge of the welfare of the Local, he shall at all times have charge of the property of the Association and shall present an inventory of the same to the Branches at their first meeting in February of each year, after the same has been approved by the Executive Committee in January.

(E) As Secretary-Treasurer - He may employ help when necessary to perform such duties as may be required in the administration of the duties of his offices, the salary and tenance of such employment to be commensurate with the duties to be performed, subject to and following approval by the Executive Committee.

It shall be his duty to attend all conventions and conferences and he shall be allowed all necessary expenses therefor.

(F) - Election - The Secretary-Treasurer shall be elected every three years. The election shall be by secret ballot.

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Nominations shall be made at the Branch meetings in November which meetings shall be General Meetings and sent to the Local headquarters at San Jose before the first day of December, when the nominations shall be declared closed. In the event but one person is nominated the Executive Committee shall declare such nominee elected. In the event more than one person is nominated, the Local Secretary-Treasurer shall prepare the ballots and send them to the respective Branches. The members in good standing shall vote secretly by ballot on the date of the next regular meeting of the Branch in December.

In the event an election is necessary the Presidents of each Branch shall appoint for his Branch an election committee of not less than three who shall conduct the election at the regular meeting of the Branch in December. The election committee shall count the ballots, the results to be made known immediately, and the ballots, together with the report of the election, placed in an envelope, sealed, and forwarded to the Executive Committee of the Local Association, which Committee shall verify the results of the election. The Secretary-Treasurer shall take office on January 1, and shall be installed at the next regular meeting of the Executive Committee.

No member shall be eligible to hold the office of the Local Association Secretary-Treasurer unless he has been a member in good standing, two years immediately preceding the time of his nomination, in a Branch of the Agricultural Workers Association, except at the initiation of a Local, and who meets all other qualifications for a Local Officer.

Section 4.- (Business Representative)

When the growth of the Association in any area or county requires the establishment of a regular Association Office, and the employment of a full time business representative, the Executive Committee may direct such area or county have a full time business representative to be elected as hereinafter provided.

(A)-Duties - He shall have complete charge of the Association office and employment bureau of the area he has been elected to represent, and shall perform such other work as he may be directed to perform by the Executive Committee or Committees in the interest of the membership. He shall at all times be subject to the control of the Secretary-Treasurer of the Local or Locals and subordinate to him and may be removed, on recommendation of the Executive Committee or Committees, concurred in by a majority of the branches. The vote on a motion to concur shall be by secret ballot.

(B) Assistance - The Executive Committee or Committees may empower such representative to employ additional help when necessary. To perform such duties as may be required in the administration of the duties of such office, the salary, and tenure of such employment to be commensurate with the duties to be performed.

(C)-Election - Such representative shall be elected every three years, the nomination to be made at the November general meetings and the elections shall be by at a general meeting in December. The election shall be by secret ballot. The list of nominees shall be sent to the Local Secretary-Treasurer, who shall prepare and forward the necessary ballots to the Branches involved. After all the members have voted, the ballots shall be counted, the results to be made known immediately, and the ballots ~~xxxxxx~~ together with the report of the election, placed in an envelope, sealed and forwarded to the Executive Committee of the Local Association, which ~~xxxxxx~~ committee shall verify the results of the election. Such representative shall take office on January 1, and be installed at the Committee regular meeting in January.

(D)-Additional Office

Election to the office of Business Representative for an area or county shall not preclude the right of such representative to accept nomination, and election to any office or elective Committee of the Branches in said designated area.

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Section 5 - Removal of Officers.

Any officer wilfully violating the rules of this Local Association shall be fired, suspended or expelled, as the Executive Board of the Local may direct.

ARTICLE IV
BRANCHES

Section 1- (Rights of Members)

The members of every Branch of Local Association No. 1 of California are guaranteed the rights and privileges of the members of the association.

Section 2 (Organization)

Five or more members of this local Association, having obtained the consent of the Executive Committee, may start a Branch in this area or county. Such Branches to be organized and chartered in such a way as to best carry out the purposes of this Association as stated in the Preamble. Each Branch shall bear the name of the area in which it is located and shall be numbered according to the date of its organization.

Section 3- (Objects)

- 1) To protect the interests of the Association and its members in the area in which the Branch is organized and to promote by every mean possible the interests of organized labor.
- 2) To approve, amend or reject, by a majority vote of the Association, taken through the Branches at the regular or special meeting of each Branch, the report of the Executive Committee.

Section 4.- (Officers and Sub-Committees)

The officers and sub-committees of the Branch shall be:

- a) President.
- b) Vice-President.
- c) Secretary.
- d) Treasurer.
- e) Delegate to the Local Executive Committees.
- f) Trustee Committee of three.
- g) Sergeant-at-arms.
- h) Examining Committee of three.

A member of a Branch may hold more than one Branch office or membership of an elective committee, provided that no member shall hold office as Treasurer and Trustee Committee member.

Section 5 (Duties of Officers and Sub-Committees)

(A) President - He shall act as chairman at all regular and special meetings, conduct the same according to to the By-Laws and shall see that the respective officials of the Branch perform their duties. He shall attach his signature to all bills after they have been ordered paid by the Branch.

(B) Vice-President - He shall perform the duties of the President in the absence of the latter. If the President should wish to participate in debate or make a motion the Vice-president shall act as temporary chairman.

(C) Secretary - He shall keep a list of all the members of the Branch, He shall receive all letters and documents, do all the correspondence, keep the minutes of all meetings and send a correct copy of the same to the Local Secretary. The Secretary of the Branch shall report all important matters to the Local Association Secretary-Treasurer. As a member of the Employment Bureau he shall keep a list of applicants for membership.

(D) Treasurer - He shall collect all moneys and monthly dues, keep correct accounts of all the receipts and disbursements and report the same at the regular meetings.

He shall keep the books and the social fund, collect fines imposed during a meeting, and be responsible for all attendance cards; all monies and signed cards shall be turned over to the Local Association Secretary-Treasurer. He shall make a financial report every month and send it, with the receipts by the Branch, less the disbursements authorized by the Executive Committee, not later than the 21st day of each month, to the Local Association Secretary-Treasurer.

(E) Delegates to the Executive Committee

Shall represent the interests of their Branch in the Executive Committee and for this purpose must be fully acquainted with the status and affairs of the Branch they represent.

(F) Trustee Committee of Three

Shall at all times have access to the books of the Treasurer and their signatures shall be attached to the monthly reports of the same after they have been audited and approved them.

(G) Sergeant-at-Arms - Shall see that none but Association members in good standing are admitted to the meetings and shall assist the chairman in maintaining order.

Section 6 - (Meetings)

- 1) The Branches shall meet regularly at least once in every month or at larger periods with the approval of the Executive Committee. In case of important business, the Secretary-Treasurer of the Local or the Executive Committee shall have the power to call a special or general meeting of the Branch at any time. Twenty per cent (20%) of the members shall have the right to call a special meeting of their Branch, but must ratify the Secretary at least twenty six hours (26) before making the call.
- 2) At all special meetings, only the business for which the meeting is called shall be discussed.
- 3) The number of members constituting a Branch quorum shall be semi-annual meeting.
- 4) Members failing to attend the regular meetings of the Branch without a valid excuse shall be automatically fined one Dollar (\$1.00) and in the case of Special Meetings (\$3.00).
- 5) All resolutions and decisions of the Branches may be appealed from, to the Executive Committee, and all such appeals shall

be in writing.
6. No branch shall initiate and obligate any applicant for membership until authorized to take such action by the Executive Committee.

7. Order of Business:

- 1- Opening of Meeting.
- 2- Roll Call of Officers.
- 3- Reading of minutes of last meeting.
- 4- Reading of minutes of Executive Committee.
- 5- Financial Report.
- 6- Applications.
- 7- Initiations.
- 8- Correspondence.
- 9- Bills
- 10- Reports of Officers.
- 11- Reports of Committees.
- 12- Election of Officers and Delegates.
- 13- Unfinished business.
- 14- New Business.
- 15- Roll Call of Members.
- 16- Good and Welfare of the Association.
- 17- Adjournment.

ARTICLE V - ELECTIONS

Section 1-(General Election)

- 1.-All members of the Local who are in good standing may participate in the election of the officers and elective committees of the Local but the officers of the Association branches and the members of the elective committees to be elected by the Branches and elective committees of the Branches shall be elected by their respective members in good standing. All officers and elective committees of the Local and Branches shall be elected every three years in December and shall serve for a term of three years.
- 2.-To be eligible for election to any office or elective committee of the Local Association or Branch a member must be in continuous good standing for a period of two years prior to nomination for said office. This does not apply to newly organized Branches except as follows: In such Branches organized for less than two years an individual must be a member and in good standing for at least half of the period of time since the Branch was chartered by the Local Association.
- 3.-No member who has been at any time suspended or expelled from this Association shall be eligible to hold office.
- 4.-Elections shall be secret, by ballot.
- 5.-Nominations to Local Assn. or Branch offices and elective committees shall be made at the regular general meeting of each Branch in November.
- 6.-Nominations of Local Assn. Officers and Elective Committees shall be sent to the headquarters in San Jose before the first day of December; when the nominations shall be declared closed and the Assn. Secretary-Treasurer shall prepare the ballots and send them to the respective Branches.
- 7.-In all cases where the number of persons nominated does not exceed the number of positions to be filled in any office or elective committee, those persons or person shall be declared elected, in the case of a local Assn. officer or elective committee, by the Executive Committee, in the case of a Branch officer or Branch elective committee, by the presiding officer on the occasion of the nominations.
 - (a) All officers and elective committee members to be elected in Dec. shall take office on January 1st.
 - (b) The members in good standing of each Branch shall vote at all elections of the Local Assn. Officers and elective committees and on Branch officers secretly, by ballot, on the date of the next regular meeting of the Branch in December; except the Secretary and Business Representative which are hereinbefore provided for.
 - (c) Each Branch shall at its regular meeting in Nov. set a place and time for voting on the date of its regular meeting in Dec. in the event an election is necessary.

- (d) In the event an election is necessary the President of each Branch shall appoint for his Branch an election committee of not less than three who shall conduct the election, count the ballots, the results to be made known immediately, and the ballots, together with the report of the election, placed in an envelope, sealed, and forwarded to the Executive Committee of the Local Association, which Committee shall verify the results of the election.
- 8.--Whenever the Association decides to send delegates in addition to the Secretary-Treasurer to any State, National or International Convention, each Branch shall have the privilege of making nominations at any regular meeting or at a special meeting called for that purpose by the Executive Committee. Said nominations shall be sent to the headquarters in San Jose. The Local Assn. Secretary-Treasurer shall then prepare ballots and send them to the respective Branches for the election, said election to be conducted in the same manner as the election of the Secretary-Treasurer.
- 9.--The Executive Committee shall fill all vacancies that may arise in the offices of the Local Assn. until a special election is held for the unexpired term in the manner provided for General elections.

The Chairman of the Executive Committee shall say:--It is my duty to install the newly elected officers and committee, which have been duly elected by the members of the union. The Chairman shall then read and the newly elected officers shall repeat the following obligation:

"I do most solemnly on my honor promise and affirm that I will carry out the duties of my office conscientiously and to the best of my ability, and that I will uphold and enforce the Constitution and By-Laws of this Association, without fear or favor, and that I will endeavor, at all times to forward the policies and program adopted by the membership, and to protect and secure the interests and advancement of this Association."

Officers you may now take your places and assume your respective duties.

ARTICLE VI MEMBERS

Section 1--(Application for Membership)

- 1.--Applicants for membership shall be men or women of good moral character, who are engaged as workers under the jurisdiction of this Local.
- 2.--Every applicant for membership shall sign his application personally. Admittance to membership will be granted only to those deemed eligible by the Committee of Examination and the Executive Committee of the Local Assn.
- 3.--Each Branch of the Local Assn. shall elect at the regular election a Committee of Examination, consisting of three competent members, whose duty it shall be to examine and report on the qualifications and character of every applicant for membership.
- 4.--The report of examination shall be signed by all three members of the Committee.
- 5.--All candidates for membership in this Assn. shall pay the regular initiation fee; provided that the Executive Committee of the Assn. may determine special initiation fees when in the interest of the Local Assn.
- 6.--All candidates for membership may be required to appear before the Executive Committee for examination as to their qualifications for membership, but having received the approval of the Executive Committee it shall require a majority vote of the Branch to reject a candidate for membership in this Assn.
- 7.--After the candidate has ~~xxxxxx~~ been accepted for membership and the candidate has complied with the requirements of the Assn., the candidate shall be led before the President. The President shall read and the candidate shall repeat the following obligation, raising his right hand:

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"I (give name) hereby pledge my word of honor as a man that I will be true to this Assn. and its principles as long as I am a member thereof; that I will faithfully comply with all provisions of the Constitution and By-Laws of this Local Assn.; that I will do all in my power to promote the welfare of this Assn. and that I will consider everyone of its members as my friend and brother; that I will not reveal any business or proceedings of any meeting of this Assn., except to those who have a right to such knowledge; that should I fail to keep these promises, I shall be punished with expulsion from the Association."

Section 2 (Duties of Members)

1. It shall be the duty of every member of this Assn. to do what he can for the welfare of the Assn., to advocate the principles of organization and to advance the cause of Agricultural Labor.

2. Every member must abide by the regulation of the Assn.; and by punctual attendance at meetings acquaint himself with such additions thereto, as may from time to time be adopted.

3. Every member must acquaint himself with the ranch rules governing his place of employment so as to avoid unnecessary friction between employer and employee.

4. It shall be the duty of every member to carry out the orders and directions of the Executive Board and Committee and to cooperate at all times with the Assn. officers and Business Representatives, if any, and Branch officers.

5. All members must perform their work properly and treat their foremen and employers with respect.

6. All members shall keep strictly to the scale of wages or time. All irregularities shall be reported at the Assn. office.

7. Members who have quit work or being discharged must report within twenty-four hours thereafter at the Assn. office or to the Secretary of the local Branch in order to be entered on the out-of-work list. Members not complying with this rule shall be automatically fined \$1.00 for each offense.

8. A member failing to give notice to the Secretary of the Branch of change of address shall be automatically fined \$1.00.

9. A member in arrears in his dues for two (2) months shall be automatically fined \$3.00 and one in arrears three months shall be suspended, provided however that before a member is so dropped, he shall be notified by mail of his delinquency, such notice being sent to his last known address as indicated by the records of the local or Branch, and shall be given a reasonable period of time not to exceed 10 days from the date of the mailing of the notice to cure such deficiency.

10. It shall be the duty of every member to refrain from published cards, signs, banners, throwaways or other campaign literature, or holding meetings for or in opposition to any candidate for office.

ARTICLE VII

Section 1 - The regular income of this Local Assn. shall be derived from initiation dues, regular dues, fines, buttons, interest on monies in bank, investments, and miscellaneous incomes.

Section 2 - (Initiation Fee)

The initial dues shall be ten dollars (\$10.00) and the Secretary-Treasurer shall enter all payments on initial dues in the cash book.

Not less than 1/2 the initial dues shall be accepted as down payment. Full initial dues and dues for the current month must be paid before application is acted upon.

Section 3 - (Monthly dues)

The amount of dues for the Local Assn. shall be determined from year to year by the Board of Trustees after consultation with the Executive Committee and Local Assn. Officers, subject to the approval by the membership. All initial dues, regular dues, special dues, and fines shall be payable at the Assn. office, but may be paid to those persons authorized to receive same by this Constitution. In special cases involving the organization of new Branches the Executive Committee, subject to the approval of the membership, shall have the authority to reduce the initial dues.

Section 4. (Records)

The Secretary-Treasurer shall see that accurate books are kept on hand, both for the membership and the office, for the recording of initial dues and all indebtedness of members. Uniform, consecutively numbered receipts and application blanks are to be used.

Section 5 --Those who fail to notify the Secretary-Treasurer when they leave their employment shall be considered as working and pay their dues accordingly.

Section 6.-(Former Members)

Applicants who were formerly members of this Ass'n. if they have not a proper withdrawal card, and if their application is accepted, may be re-instated or re-initiated providing, however that in no case shall the re-instatement fee be less than \$5.00. If the former member was suspended under Article VI Section 9 he shall also pay the 3 months dues in arrears and any other obligations due the Assn., provided, however, that any or all such sums may be in a just and proper case exonerated in whole or in part by the Executive Committee.

Section 7.- (Receipt)

The per capita stamps or ink stamps of the Agricultural Workers Assn. shall be the receipt for dues and must be placed in the proper place and stamped with the date when payment was made. Members shall be careful to secure stamps or the ink stamp of the Association for their payments, as much stamps are the only proof of such payments.

Section 8.- (Payment of Dues and Penalties)

All dues are due and payable on or before the last day of the current month. Members who work 40 hours or more in any one month x shall owe dues for that month.

No regular dues shall be accepted until all arrearages, fines or other obligations have been paid in accordance with these By-laws.

ARTICLE VIII

RANCH DELEGATES AND RANCH RULES

Section 1.- (Selection)

Members employed on any ranch regularly employing 20 or more men for approximately 6 or more months of the year shall elect from among their number of ranch delegate, who shall personally or in writing at every meeting of all Branches to which the workers of that ranch belong, or to the Branch Secretaries of such Branch or Branches, report all matters pertaining to the welfare of the Association.

Section 2.- Duties and Removal)

It shall be the duty of the ranch delegates to see that only persons employed in accordance with the seniority and other provisions of the applicable Collective Bargaining Agreement are employed on the Ranch. It shall also be the duty of the ranch delegate to notify his foreman or employer if the rules of the Association are being violated, or if trouble should at any time arise, with a view to the immediate settlement of the same. If no settlement can be made he shall report the whole matter to the Local Secretary on the same day. The ranch-delegate shall also use his best endeavors to promote harmony and good feeling among the members who are working with him and instruct the new members in the principles of the Association. Ranch-delegates who neglect their duties shall be required to appear before the Executive Board, and said Board, after hearing the facts in the case, shall reprimend or recommend removal of the ranch-delegate, in which case, he shall appear before the Executive Committee who can remove the ranch-delegate.

Section 3 (Election)

The ranch-delegates shall be elected in June and December, by secret ballot at a meeting of the ranch workers called for such purpose. Report of the result of such election shall be made permanently or in writing to the Branch Secretaries of all Branches to which workers of that Ranch belong, as well as to the Local Secretary-Treasurer. Such ranch-delegates assume their positions on July 1st and January 1st.

ARTICLE IX

Withdrawal

Section 1- (Obtaining)

A member going to work at another craft or occupation outside of Agriculture shall, if he requests, be given an honorable withdrawal card, but such retiring member must be in good standing at the time of receiving such card. The fee for such card shall be \$1.00 per year payable in advance.

Section 2.- The honorable withdrawal card entitles its possessor to the right of rejoining the Association without payment of initiation fee. Should the possessor of an honorable withdrawal card work in Agriculture, he shall deposit his card with the Local Association

Employment office and pay the current month's dues and receive back his memberships.

Section 3.- (Other rights)

Possessors of honorable withdrawal cards complying with the rules shall be exempt from the payment of dues, assessments, etc. but shall lose all privileges of actual membership.

ARTICLE X BONDS

Section 1.-

The Local Secretary Treasurer of the Association and Branch Treasurers shall be bonded in favor of the Association in the amount fixed by the Executive Board. The premiums on all bonds shall be paid by the Local.

ARTICLE XI Salaries

Section 1.- (Amount)

Salaries of all Local Association officers shall be such amounts as the Local may from time to time determine. The Local retains the power to at any time charge the salary of any office by such method as the Executive Committee may determine, with the approval of the membership.

Section 2.-

Any member who loses work time because of the fact he has been serving the Local at the request of the Secretary - Treasurer or Executive Committee shall be compensated for time lost at the rate of wages at which he was employed.

Section 3. (Committees)

The following elective committees shall receive remuneration:-

- a) Finance Committee of the Local - \$3.00 to each member, per meeting.
- b) Executive Board of the Local \$3.00 to each member, per meeting.
- c) Executive Committee - \$3.00 each member, per meeting.
- d) Delegates to Joint Local Executive Board \$3.00 each member, per meeting.

ARTICLE XII Grievances

Section I.- Grievances)

All grievances must be stated in writing and brought before the next meeting of the Branch. The statement of grievance must contain the name of the person complained on, the nature of the grievance, the date when and the place where it occurred, and be signed by the person complaining along with one witness.

Section 2.- (Grievance Committee Selection)

When the statement of grievance is in proper form, the Branch shall appoint a committee of three members to hear and report the evidence in the case. Should the complainant and the defendant be members of different branches, each Branch shall appoint two members of the Grievance Committee, and these shall elect one more member for a deciding vote.

Section 3.- (Grievance Committee Action)

The Grievance Committee shall go into session immediately after being appointed, shall select a chairman and Secretary, and make all arrangements as to time and place of trial.

Section 4.- (Grievance Book)

All evidence and decisions of the Grievance Committee must be entered in the grievance book of the Branch concerned.

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Section 5.- (Notice)

Should the defendant fail to appear after having been given 10 days notice in writing sent by Registered mail by the Secretary of the Grievance Committee to his last known address on the books of the Branch of the time and place set by the Committee for the hearing of the Grievance and a copy of the statement of grievance, the Secretary shall enter his default and the committee shall proceed to try the case as if he were present.

Section 6.- (Witnesses)

Only members of the Association shall appear as witnesses. If there are no Association members as witnesses, the list of names and addresses of the witnesses and a statement of the materiality and relevancy of their testimony shall be sent by the party desiring to call them, in writing, to the Executive Board who pass on the matter.

Section 7. (Defense Counsel)

The defendant shall have the privilege of selecting any member of the Association to act as his counsel and attorney.

Section 8.- (Fines)

If the charges made by the complainant are found to be of a trivial nature, the committee shall impose a fine of from \$1.00 to \$25.00 on the complainant.

Section 9.- (Report to Executive Board)

The Grievance Committee shall not have the power to punish a member complained of but shall make their report to the Executive Board. This report shall state whether they find the defendant guilty or not guilty, their findings of fact and also what recommendations they desire to make in regard to the punishment of the member at fault. Their findings of fact and also what recommendations they desire to make in regard to the punishment of the member at fault. Their findings as to whether the defendant is guilty or not is not binding on the Executive Board. A copy of this report shall be sent registered mail return receipt requested to the last known address of the defendant. He shall have ten (10) days from the date of mailing the report to file with the Executive Board any objections he may have to the findings and recommendations or he may appear in person at the Executive Board meeting at which his case is to be considered and present his objections. Notice of this meeting shall be given to the defendant by registered mail, return receipt requested at his last known address. The notice shall be deposited in the mail five days before the meeting at which his case is to be considered.

Section 10 - (Punishment)

The Executive Board shall review the report of the Grievance Committee and decide whether the defendant is guilty or not and if guilty, what punishment, if any, shall be meted out to the offender. This punishment be of the following nature:

A) Reprimand in open meeting.

B) Cash fine of from one to twenty-five dollars.

1- In the case of one who has been found guilty of the same offense more than once the maximum fine is \$25.00 multiplied by the number of times the member has been found guilty of the same offense.

2- In the case of one found guilty and previously fined any three times for different offenses, he shall be considered habitual offender and if again found guilty of any offense, the maximum fine shall be \$25.00 multiplied by the number of offenses for which he has been fined in the past. Automatic fines are excluded from such computation.

- 3- Suspension not to exceed three months.
- 4- Expulsion from the association.

Section 11.- (Finality)

The decision of the Executive Board shall be final in all matters.

Section 12.- (Jurisdiction of Executive Board)

Nothing in this Article about the Grievance Committee shall take away from the Association Executive Board the right to try a member who violates the regulations of this Association after notice of hearing, whether such member has had a trial by the Grievance Committee or not.

ARTICLE XIII
(Strikes)

Section 1-

In the event of serious disputes between the members and their employers, immediate notice shall be given the Executive Committee and they shall endeavor to avoid strikes and make every effort to settle the matter amicably.

Section 2- No member or group of members shall perform any act, in the performance of which he or they shall jeopardize the dignity or welfare of this Local.

Section 3.-

A strike shall be authorized by this local only after complying with the following procedure:

- a) A meeting of all branches, stating the purpose for which it is to be called, shall be advertised.
- b) A vote must be taken, the majority of voting members of all branches must vote in the affirmative.
- c) All laws pertaining to calling of a strike must be strictly carried out.

XIV
Agreements

Section 1- This Local may make an agreement with an employer who grants our demands.

Section 2.- All agreements shall be signed by the Negotiating Committee and President.

Section 3.- A clause must be inserted in all agreements allowing then to be reopened in whole or any one section upon sixty (60) days written notice, given by either party to the agreements.

ARTICLE XV
Amendments

Section 1-

All proposed changes in the Constitution and By-Laws of the Association must be submitted in writing to the Executive Board, and signed by at least 10 members in good standing. Executive Board shall send the necessary ballots to each Branch and it shall take a 2/3 majority of the Association voting to adopt an amendment. Such vote shall be taken in the Branches by secret ballot at the next regular meeting after receipt of the ballots. The vote shall be taken in the manner provided for the election of the Secretary Treasurer.

BY-LAWS

Section 1. When a motion is made it must be seconded before it is debatable or ready to vote on. No new motion can be made before the old one is disposed of.

Section 2. Preferred motions are:

- 1st-Motion to close debate.
- 2nd-Motion to postpone the debate for a certain or uncertain time

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The above two motions shall be voted on without any more discussion.

Section 3. No member shall be disturbed during his speech, except when called to order by the Chairman, or when asked a question of explanation.

Section 4. No more than two amendments can be made to one motion.

Section 5. The proposer of a motion shall have the final argument; the President shall then repeat the motion and amendments, whereafter the question shall be put to a vote. In case of a tie vote, the President shall be the deciding party.

Section 6. A drunken member shall be removed from the meeting room. If such member becomes abusive, the President shall have the right to impose a fine.

Section 7. No question shall be reconsidered, except a motion is made and seconded by two members who previously voted for the motion.

Section 8. Members desiring the floor must address the Chair, and if recognized by the Chair, they must not occupy the floor longer than five minutes, and must speak strictly to the question. No member shall be allowed to speak more than twice on the same question, unless the majority so decides.

Section 9.

No subjects, except such as are in the interests of labor and welfare of the Branch or Local shall be discussed at meetings.

Section 11. On a point of order being raised, the speaker must cease speaking until the Chair has decided the point of order.

Section 12. Should a member fail to comply with the rules and decision of the Chair, a fine of from 25 cents to \$1.00 shall be inflicted.

Section 13. When a motion to adjourn is put, members must retain xx their seats until the motion is voted on.

Section 14. In all cases not covered by these Rules of Order, the presiding officer shall be guided in his rulings by the latest addition to Roberts Rules of Order.

Section 15. Should a member be dissatisfied with the ruling of the Chairman, he has the right to appeal to the meeting.

Section 16.

Members must carry their Association Books to all membership and Committee meetings of the Branch or Local.